

# DCNA Together – Making a Difference in DC

September 2015



## Negotiations Updates

### DC Government - Compensation Unit 13

The DC Council on October 7<sup>th</sup> passed PR21-308, a bill that seeks approval of the FY2015-2017 Compensation Agreement covering approximately 70 RNs employed by the Child & Family Services Agency, Department on Disabilities, Department of Health, Department of Healthcare Finance, Department of Youth Rehabilitation and the Office of the Chief Medical Examiner. The contract provides for wage increases of 3%, effective October 1, 2014, October 1, 2015 and October 1, 2016. It has been reported that the DC Government has already implemented the FY15 and 16 raises. Employees can expect to receive retroactive pay within the next 60 days. On September 30, 2015, Edward J. Smith, DCNA Executive Director, provided testimony in support of the bill. Pictured at left are: (from left) Olubukunola Alao, President, DCNA/Comp. Unit 13, Phil Mendelson, Chairman, DC Council, Ituna Alao, Shop Steward, DCNA/CU13.



DCNA has also scheduled a meeting on October 22<sup>d</sup> to attempt to conclude negotiations on the Noncompensation Agreement. This agreement covers the working conditions of RNs in Compensation Unit 13.

DCNA is still waiting for the Mayor to submit legislation seeking approval of the compensation agreement between DCNA and the Department of Behavioral Health. DCNA encourages our membership to continue to contact the Mayor's office and urge her to submit the contract to the DC Council. DCNA cautions members to contact District officials on your own time and to not utilize government equipment. DCNA members' efforts have put this issue on the "front burner;" DCNA anticipates the submission to occur in the near future.

## Children's School Services

Wala Blegay, Esq., DCNA Staff Attorney, reports that DCNA/CSS has scheduled a wage reopener bargaining session for October 13<sup>th</sup> with management. The wage reopener renegotiation is for 2016 and was agreed to by the parties in the recently concluded negotiations for a successor collective bargaining agreement. On the bargaining team with Wala is Robin Burns, Chairperson, DCNA/CSS, Garnett Freeman, Vice Chair, Deborah Eades, Jade Bland, Camille Wheeler and Jocelyn Esposito.

## Labor Law Corner: Assisting Other Employees

Labor law encourages employees to assist other employees in any union activity or in the disciplinary process. The law protects the employee who does the following: (1) assist another employee during a disciplinary meeting; (2) testifies at a disciplinary hearing or mediation for another employee; (3) provides a supportive statement for the grievance process; or (4) provides a statement or testifies before the National Labor Relations Board or the DC Public Employee Relations Board on behalf of another employee. It is illegal for your employer to retaliate against you by disciplining you or altering your working conditions after you have engaged in the activities listed above. If you feel you have been retaliated against for assisting another employee or have related questions, please contact Staff Attorney Wala Blegay at [wblegay@gmail.com](mailto:wblegay@gmail.com).

## DCNA Resumes Labor Management Meetings at St. Elizabeths Hospital



DCNA has resumed meeting with management officials in monthly Labor Management and Labor Day meetings. The Labor Management meeting is a venue in which DCNA and management discuss matters relating to working conditions of RNs. The Labor Day meetings are designed to resolve current and potential grievances arising from violations of the collective bargaining agreement. Pictured from left are DCNA/DBH union representatives: Tinoula Shokumbi, Susan Nelson, Jimmy Bello, Deborah Anderson, Alfreda Bazemore, Charlene Calvin and Laverne Plater.

DCNA has also re-established monthly Labor Management meetings with United Medical Center and meets with the UMC Director of Nursing on a weekly basis. DCNA encourages members to contact Staff Attorney Wala Blegay at [wblegay@gmail.com](mailto:wblegay@gmail.com) with issues they want the union to address with management.

## DCNA Enters into Mediation with Dept. of Youth Rehabilitation Services

On October 28 at 10am, the nurses at the Department of Youth and Rehabilitation Service will be participating in mediation before the DC Public Employee Relations Board over Unfair Labor Practice complaints filed against the agency. DCNA charges the agency with unlawful implementation of changes to the scheduling process without consent from the Union. Additionally, DCNA asserts that the Agency engaged in unlawful anti-union activity against employees who reached out the Union with scheduling concerns.

### Upcoming Events:

**Labor Relations Seminar, DCNA, 5100 Wisconsin Avenue, NW, Suite 306, Washington, DC 20016, October 14<sup>th</sup>, 10:00 am – 2:30 pm.** If you are interested in becoming a representative for your local unit or desire additional training as an existing representative or official, please contact Walakewon Blegay, Esq. at [wblegay@dcna.org](mailto:wblegay@dcna.org), to register.

**DCNA Board of Directors and Economic & General Welfare Cabinet meetings, DCNA, 5100 Wisconsin Avenue, NW, Suite 306, Washington, DC 20016, October 13<sup>th</sup>, 5:00 pm.** DCNA's monthly Board and Cabinet meetings continue in October. All dues paying DCNA members are welcome to attend the meetings.

**DCNA Annual Conference – December 16, 2015, Martin's Crosswinds, 7400 Greenway Center Drive, Greenbelt, MD.** DCNA hopes to double our turnout from last year. Last year's event was held at Martin's Crosswind's. Over 100 DCNA members enjoyed dinner and great music. Keep your eyes open for more updates on this fun event. Register for this event with Vickie Spence at [Vspence@dcna.org](mailto:Vspence@dcna.org) or via fax at 202-362-8285 by 5:00 pm on Monday, November 30, 2015.



### DCNA's Ed Smith on the Radio

DCNA Executive Director, Edward J. Smith, Esq., will continue to co-host "Your Rights at Work" call in radio show airing on WPFW. WPFW is on FM 89.3 and also on the internet at [www.wpfwfm.org](http://www.wpfwfm.org). Mr. Smith will host in October on October 8<sup>th</sup> and 29<sup>th</sup>. The show features discussions on current workplace issues and invites people to call in to discuss their problems at work. Christopher Garlock, Communications Director of the Metropolitan Washington Council, AFL-CIO, and Managing Editor of Union City, co-hosts. Other regular co-hosts will be the Employment Justice Center's Hannah Kane and Amy Gellatly.

### Photos from DCNA Participation in Rally for Medicare, July 2015



DCNA Officials, including Sandra Falwell, At-Large Board of Directors and Executive Council, NNU (left, photo on far left; and right, photo at far right); and LaKisha Little, President, DCNA (center, photo far left; photo center; and left, photo far right).

Please visit DCNA on our website at [www.dcna.org](http://www.dcna.org) or on Facebook at [www.facebook.com/DCNursesAssociation](https://www.facebook.com/DCNursesAssociation).

For Assignment Despite Objection and Grievance forms, visit [www.dcna.org](http://www.dcna.org).